

Utah RN Employment Demand

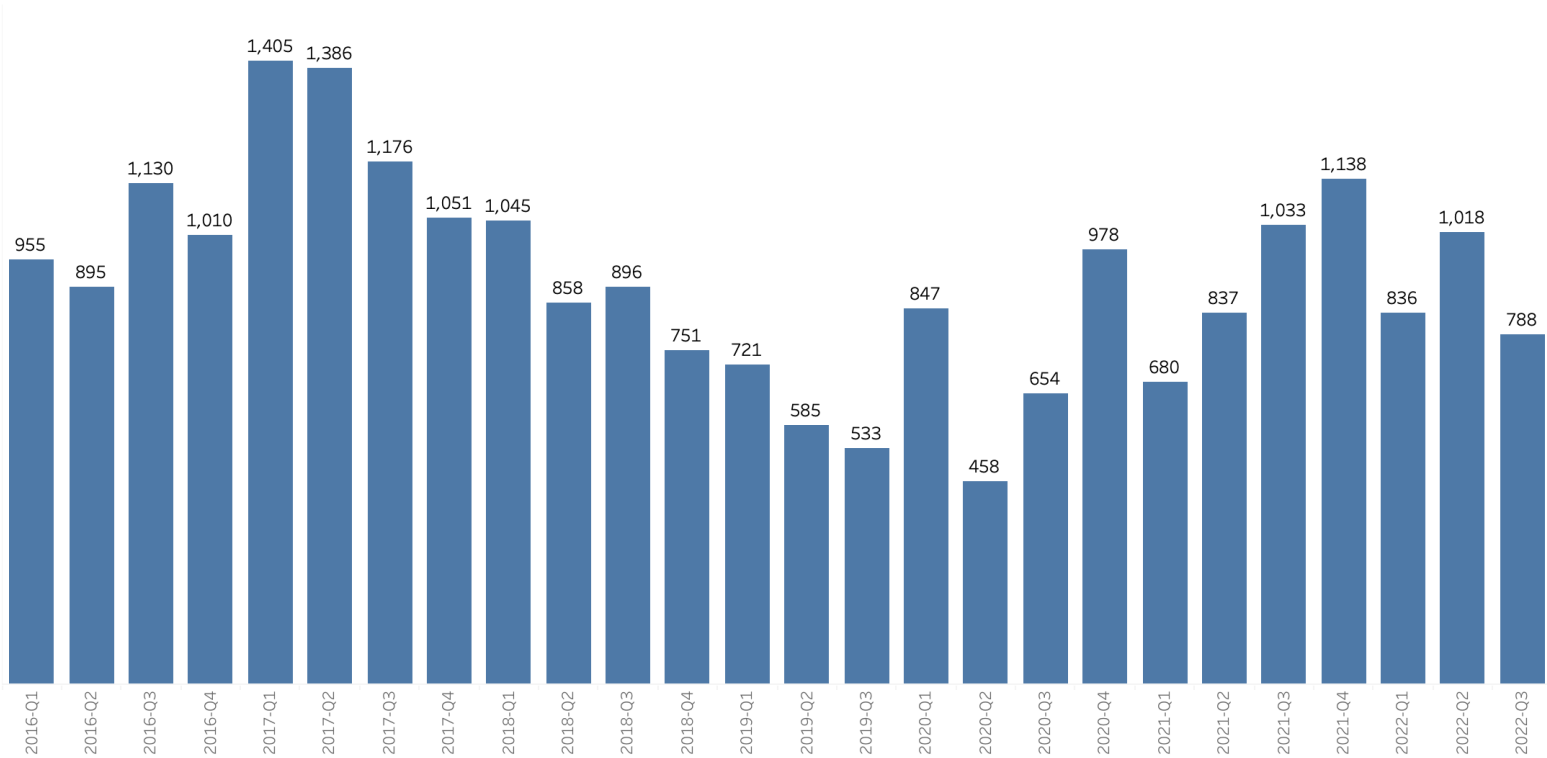
February 2023

Utah Health Workforce Information Center

Help Wanted Online Job Postings	Projected Demand for RNs - Forecast Using Historical Data	RN Employer Proportion by NAICS Code	2020 FT/PT & FTE Estimates by Employer	New Hires, Employee Turnover, and Retirement	RN FTEs by County Provided on Utah License Address
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In 2020 and 2021, job postings for registered nurses peaked in Q4.
Over the past 5 years, online recruitment postings have not reached levels seen since early 2017.

Figure 1: Help Wanted Online Job Listings for RNs - 2016 Q1 to 2022 Q3



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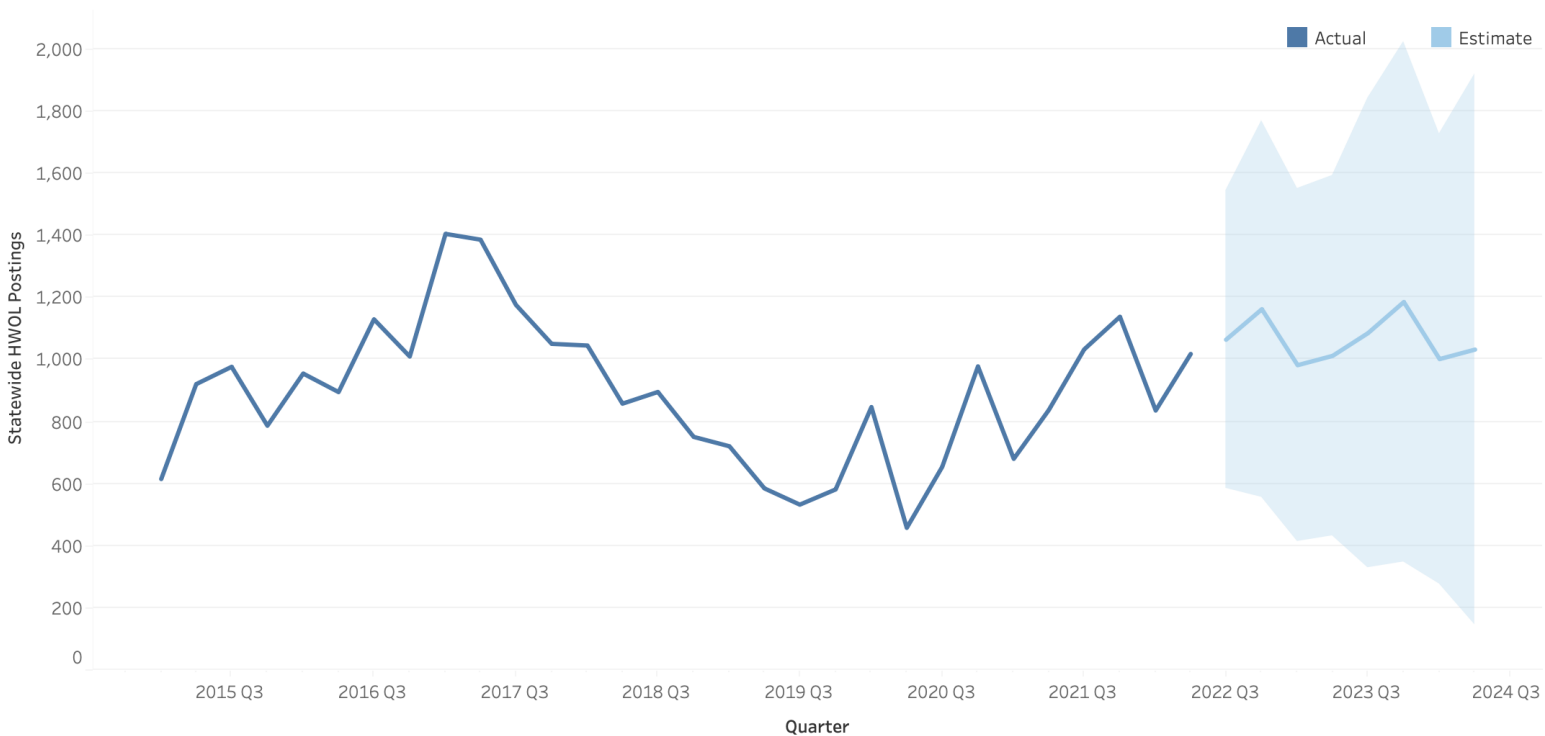
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There are a variety of reasons employers post for new employees. Utah has gone through a decade of being in the top-three states with greatest population growth in the nation as well as large health system growth. Additionally, the pandemic set both supply and demand on new trajectories. Online recruitment for RN positions has generally been trending upward since the the first two quarters of 2020.

Figure 2: Projected Demand for RNs- Forecast Using Historical Data



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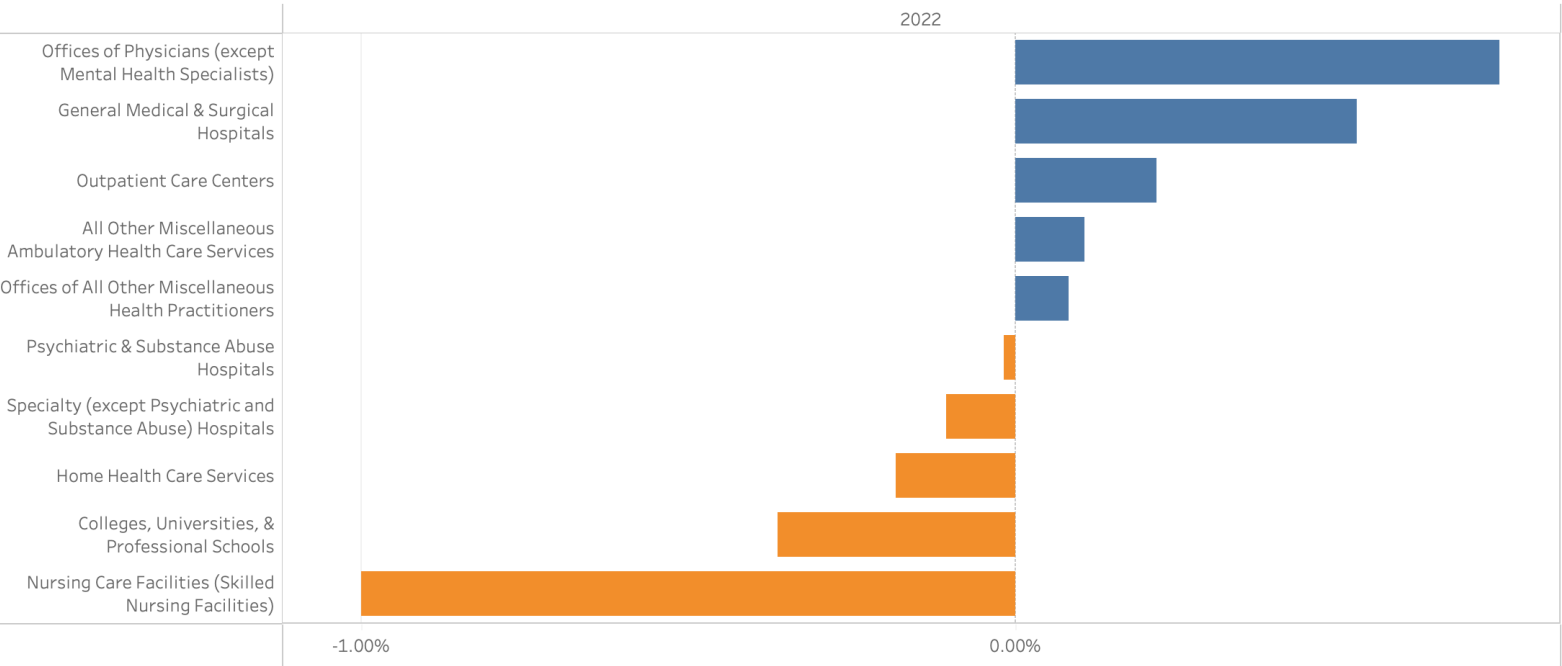
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While there has been some variation in the distribution of RNs by employer type, changes in these distributions are often less than 2% between years. Nursing care facilities/skilled nursing facilities saw the largest proportional decrease between 2021 and 2022 (Q1-Q3). Offices of physicians and general medical & surgical hospitals saw the largest proportional increase.

Table 1.1: Annual Change in RN Employer Proportion by NAICS Code, 2021-2022



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Table 1.2: Quarterly RN Employer Proportion by NAICS Code

	2021			2022		
	Q1	Q2	Q3	Q1	Q2	Q3
All Other Miscellaneous Ambulatory Health Care S..	0.28%	0.27%	0.30%	0.40% ▲ 0.12%	0.38% ▲ 0.12%	0.38% ▲ 0.09%
Colleges, Universities, & Professional Schools	16.46%	16.44%	16.47%	16.02% ▼ -0.44%	16.17% ▼ -0.27%	16.09% ▼ -0.37%
General Medical & Surgical Hospitals	57.85%	57.80%	57.82%	58.42% ▲ 0.56%	58.26% ▲ 0.46%	58.36% ▲ 0.54%
Home Health Care Services	8.00%	8.04%	8.38%	7.96% ▼ -0.04%	7.86% ▼ -0.18%	8.06% ▼ -0.32%
Nursing Care Facilities (Skilled Nursing Facilities)	7.28%	6.88%	6.54%	5.97% ▼ -1.32%	5.90% ▼ -0.98%	5.82% ▼ -0.71%
Offices of All Other Miscellaneous Health Pra..	0.93%	0.99%	0.95%	1.06% ▲ 0.14%	1.08% ▲ 0.09%	0.97% ▲ 0.02%
Offices of Physicians (except Mental Health Sp..	5.67%	6.00%	6.16%	6.59% ▲ 0.92%	6.72% ▲ 0.72%	6.75% ▲ 0.59%
Outpatient Care Centers	2.44%	2.53%	2.39%	2.66% ▲ 0.22%	2.70% ▲ 0.17%	2.65% ▲ 0.26%
Psychiatric & Substance Abuse Hospitals	0.45%	0.46%	0.45%	0.43% ▼ -0.02%	0.44% ▼ -0.02%	0.44% ▼ -0.01%
Specialty (except Psychiatric and Substanc..	0.64%	0.60%	0.55%	0.50% ▼ -0.14%	0.49% ▼ -0.11%	0.48% ▼ -0.08%

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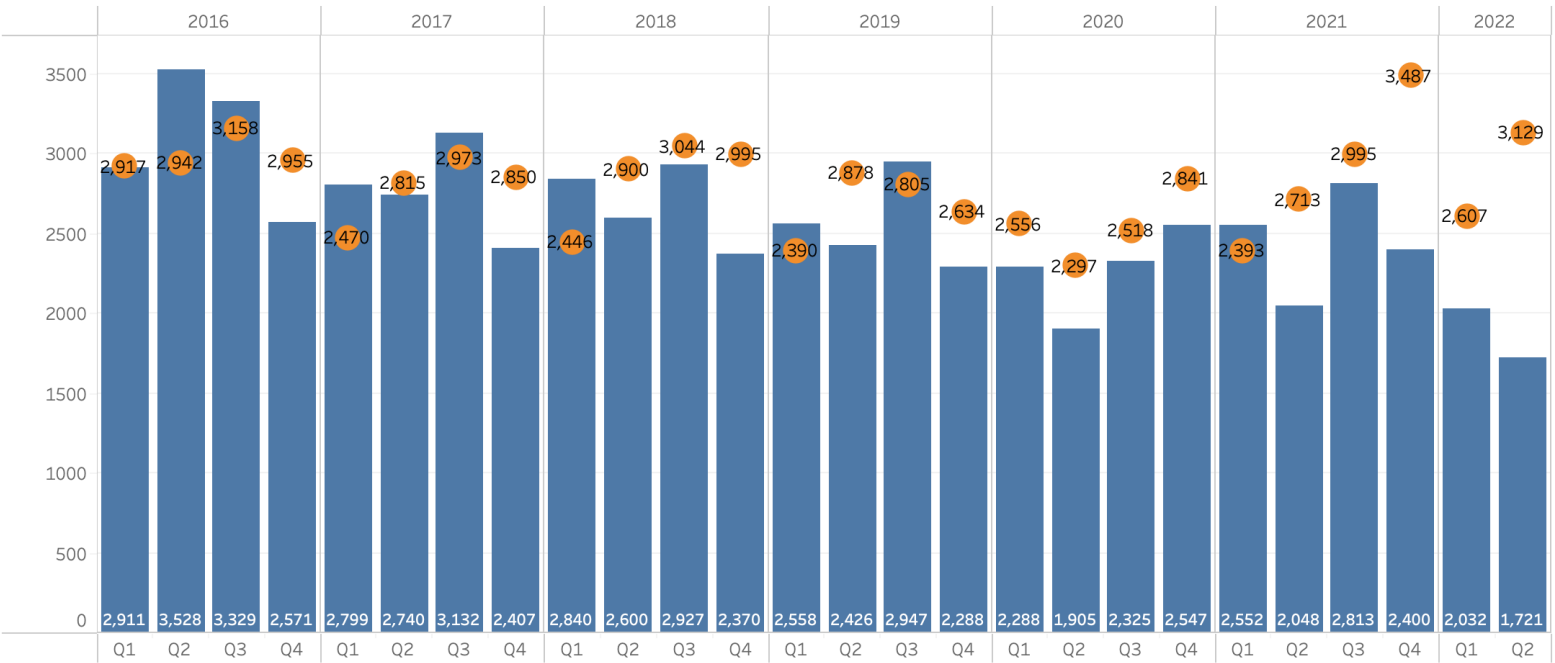
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Since the end of 2019, the number of RNs leaving their employer has consistently been greater than the number of reported new hires. Only 6.7% - 9.1% of those turnovers can be attributed to retirement from the workforce. The only recent quarter where new hires exceeded turnovers was 2021 Q1.

Figure 3.1: New Hires (Bars) vs Turnovers (Dots) of Utah



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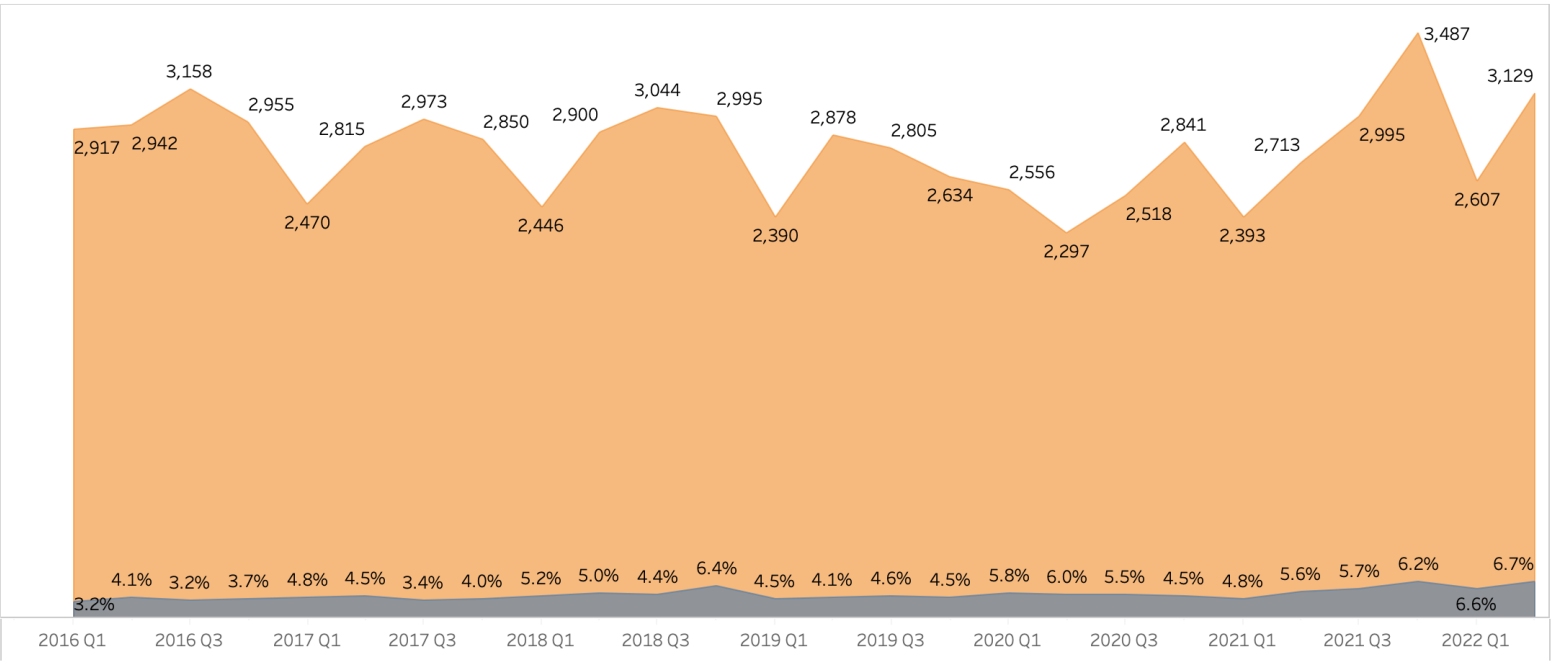
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Figure 3.2: Turnovers and Estimated Share of Turnovers as Retirements



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Since 2010, geographic distribution of RN FTEs has stayed fairly consistent. Approximately 85% of FTEs are licensed in Utah's 6 most populated counties: Salt Lake, Utah, Davis, Weber, Washington, and Cache.

Figure 4: RN FTEs by County Provided on Utah License Address
2022- Q3

